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DPA WELCOMES VISITING GERMAN DIPLOMAT

By Troy A. Eid

One of the great privileges of serving in Colorado state government is the opportunity to meet people from



Dr. Heinrich Kreft, incoming Director of the Commercial Office of the German Embassy in Washington, DC, tours the Colorado Department of Corrections' Denver Reception and Diagnostic Center (DRDC) as part of a week-long Colorado study-tour focused on federalism and state government. The German Marshall Fund of the United States and the Colorado Department of Personnel & Administration co-sponsored Dr. Kreft's visit.

different walks of life. Getting to know our colleagues and customers enriches them *and* us. It opens up new ways of thinking and challenges us to improve by daring to learn from others.

Less frequently, but no less importantly, our duties in state government sometimes enable us to build professional relationships that go beyond Colorado or even the United States. I had such an experience recently when a senior diplomat from the government of Germany, Dr. Heinrich Kreft, accepted my invitation to visit Colorado and learn about state government.

I met Dr. Kreft last summer at a roundtable discussion in Italy that we both attended as guests of the German Marshall Fund of the United States (GMF), a Washington, DC-based non-profit group founded in 1972 to strengthen trans-Atlantic relations. GMF was created by the West German government to thank the people of the United States for including Germany in the Marshall Plan that helped reconstruct Western Europe following World War II. In fact, GMF was initially funded by unspent money that the US government had provided to West Germany under the Marshall Plan.

Thanks to GMF, I have had several occasions as a member of Governor Owens' cabinet to visit Europe and meet with professional counterparts there. That was how I met Dr. Kreft, a 43-year-old career German diplomat who has written and lectured extensively about international relations with a focus on economic and commercial issues. Dr. Kreft has served on the Planning Staff of the German Foreign Ministry and been posted to various German embassies around the world. Most recently, he ran the Commercial Office of the German Embassy of Japan in Tokyo. Outgoing and a gifted conversationalist, he speaks English, Spanish, and French in addition to his native German.

This July, Dr. Kreft will begin a new assignment as Director of the Commercial and Economics Division of the German Embassy to the United States in Washington, DC. To prepare for this important new post, he is taking a one-year sabbatical and is currently associated with three U.S. policy research "think tanks": The Heritage Foundation; the Henry L. Stimson Center; and the Woodrow Wilson Institute, all in Washington.

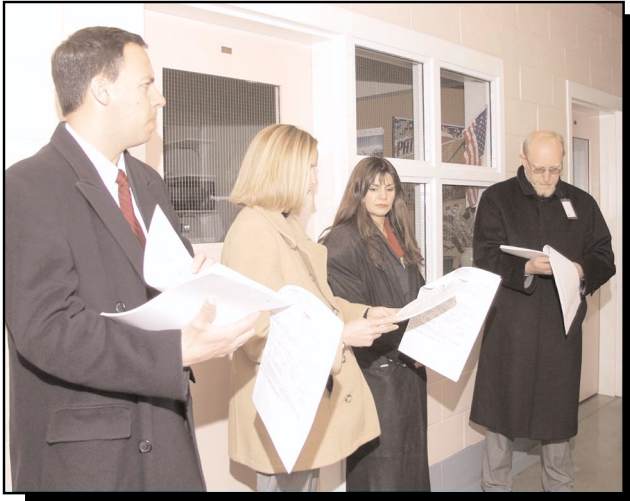
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DIPLOMAT, from p. 1

Not content to confine himself to the East Coast, Dr. Kreft contacted me over the Christmas holidays with a request: Would I be willing to host him for a week in



DPA Executive Director Troy Eid, Gwen Benevento of the Governor's Office of Legal Counsel, DOC's LaCole Archuleta and Heinrich Kreft review security classification guidelines for DRDC, the intake center for all new inmates entering Colorado's correctional system.

Colorado so he could learn more about how the U.S. government works at the state level?

Of course I was delighted to do so. Working with Mara Warren of the Governor's Office, we arranged an ambitious schedule of activities for Dr. Kreft's visit to Colorado during the last week of February and first week of March, designed to introduce him to appointed and elected officials from both the Republican and Democratic party as well as career professionals from throughout Colorado state government.

Dr. Kreft began his visit on Feb. 25 by participating in our weekly Monday morning executive staff meeting at the Department of Personnel & Administration. The day before, the legislative Joint Budget Committee (JBC) had spent Sunday afternoon engaged in "figure-setting" for our Department, the annual process by which the JBC finalizes our departmental budget for the coming fiscal year.

JBC figure-setting can be an emotional time. The JBC always faces difficult decisions, made all the more challenging by this year's state budget revenue shortfall. This time around, many of DPA's budget priorities were funded, but the JBC also rejected several of our requests. Dr. Kreft got an earful as members of our executive team conducted a thorough post-mortem of what had happened at the JBC hearing the day before. He later said it was an eye-opening experience to visit a State in which so much budget power is

concentrated in the legislative instead of the executive branch of government.

State Architect Larry Friedberg then led Dr. Kreft on an architectural tour of the Colorado State Capitol building, culminating with stops to the State House of Representatives and State Senate. In a remarkable coincidence – or maybe it was just Larry's incredible sense of timing – Dr. Kreft arrived in the Senate chambers just in time to watch the Senators approve my confirmation as DPA executive director.

Later in the week, Dr. Kreft would visit several of the legislators he had watched from the gallery. State Representative Andrew Romanoff (D-Denver) graciously hosted him on the House floor and introduced him to Democratic members of the House. Dr. Kreft also accompanied me to a luncheon of the Senate Republican Caucus, where I was the featured speaker. Among other things he gained undeniably unique insights about Colorado from Senator Ken Chlouber (R-Leadville), who regaled him with stories about his recreational passion: pack burro racing, a 32-mile marathon race in which the runner pulls an equipment-laden burro over the mountains from Fairplay to Leadville.

A highlight of Dr. Kreft's visit came when he visited 1st Judicial District Court Judge Leland Anderson at the Jefferson County Courthouse. Judge Anderson introduced him to nearly every judge on that bench and then escorted him to several criminal trials with



Heinrich Kreft, Gwen Benevento, Jon Anderson, Deputy Counsel to Governor Owens, and DOC's Rich Schweigert visit the law library at the Denver Women's Correctional Facility. The U.S. Supreme Court has held that reasonable inmate access to such libraries is required by the U.S. Constitution.

different judges presiding. Dr. Kreft had never been to a U.S. courtroom before, but had followed some of the celebrity trials on television. Seeing the reality, he told me later, was a high point of his visit.

Dr. Kreft and I then visited the Colorado School of Mines and spoke about trans-Atlantic relations to 32 Please see DIPLOMAT, p. 3

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sophomore students in the McBride Honors Program. We were both struck that nearly every student had already traveled to Europe. Many were well-versed in some of the latest developments in the European Union (EU), such as the advent of the new European currency, the Euro, in all but three of the EU's 15 member states.

Wherever Dr. Kreft went, state officials took the time to explain things and gain his perspectives, including:

- The Department of Public Safety (Executive Director Sue Mencer and Criminal Justice Division Director Ray Slaughter);
- Department of Agriculture (Commissioner Don Ament and his executive team);
- Department of Military Affairs (Major General Mason Whitney);
- Department of Corrections (Deputy Director for Administration Brian Burnett);
- State Parole Board (Parole Board member Dan Miraflor);
- Governor's Office of Economic Development and Trade (Director Bob Lee, Senior Deputy Director Laurel Alpert and Deputy Director Christine Snowberger).

Dr. Kreft also toured several state facilities, including the Denver Diagnostic & Reception Center and Women's Correctional Facility east of Denver. Marc Holtzman,

head of the Governor's Office of Innovation and Technology, even invited Dr. Kreft to Holtzman's 42nd birthday dinner party in Carbondale.

Dr. Kreft also visited our home, where our five-year-old son Alex greeted him warmly: "Guten Tag, Herr Kreft!" This was a much bigger deal than our usual Sunday afternoon dinners in Golden.

On Monday, March 4, Dr. Kreft even found time to deliver a speech on foreign policy, sponsored by GMF, to

more than 60 members of the Federalist Society, a lawyers' organization to which Paul Farley, Mike Williams and I belong. The speech was attended by Colorado's U.S. Attorney, John Suthers, and other leaders, and focused on the importance of the international coalition against terrorism.

Dr. Kreft commented repeatedly on his very favorable impression of Colorado state government and state employees, including the team at DPA and the courtesy he received from everyone he met at our

Department, including Larry Friedberg and Daniel Munos of the State Motor Pool. We can all learn from the professional and personal insights of our friend from Germany. Thanks to everyone in DPA who helped make Heinrich Kreft's visit to Colorado so successful.



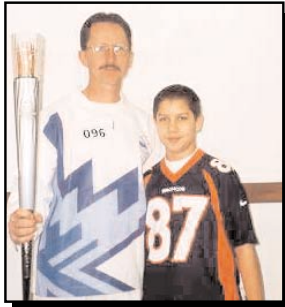
Jon Anderson, Deputy Legal Counsel to Governor Owens, Richard (Dick) Harlen, Administrative Officer/Assessment Classification Manager, La Cole Archuleтта, Administrative Officer, Office of the Deputy Director of Administration, Rich Schweigert, Director, Division of Correctional Industries, Gwen Benavento, Special Aide to Governor Owens, Larry Ahlin, Physical Plant Manager, Dr. Heinrich Kreft, Troy Eid, Neva Butterfield, Custody and Control Manager, William Bokros, Associate Warden.



DPA executive staff meets with Governor Owens. Pictured from left to right: Leroy Williams, Art Barnhart, Jeff Schutt, Jeff Woodhouse (behind Monica), Monica Cortez-Sangster, Michael Williams, Stacy Worthington, Governor Bill Owens, Jennifer Okes, Rick Malinowski, Troy Eid, and Paul Farley.

DoIT ... DAVE BAKER CHOSEN AS OLYMPIC TORCH BEARER

Dave Baker, a telecommunications specialist at the Division of Information Technology Pueblo office, had the rare honor of serving as a Torch Bearer for the 2002 Winter Olympics.



Dave & his son Bubba.

Months ago when the Olympic Committee sent out a request for essays nominating people to serve as Torch Bearers, Dave's family secretly wrote an essay explaining why Dave should be awarded this honor. Imagine his surprise when he opened the letter announcing his selection to help carry the torch through the Lake George area of Colorado.

When asked about his experience, Dave wrote "...I will remember the special moments like these leading up to the Olympics. Receiving the letter congratulating me on being selected to carry the torch and realizing my family had taken the time to write an essay about why they think I deserved to carry the torch. I was selected from among several hundred thousand nominees. ...I'll also remember the excitement my friends expressed on my behalf when they heard the news. I'm sure I'll never win a gold medal, but who needs gold when you have family and friends that truly love and appreciate you?"

Congratulations Dave!

MARK YOUR CALENDARS FOR THE GOVERNOR'S STAR AWARDS

The annual STAR Awards luncheon will be held **May 8th** from 11am - 2pm at the **Adams Mark Hotel** in downtown Denver. We have received many outstanding nominations for this year's awards and everyone is encouraged to come out & support your fellow employees.

Cost of the luncheon is \$30 and reservations must be made by contacting Barb Stuart at **303-866-2491** or **barb.stuart@state.co.us**.

WHO IS THAT ?



Try to guess who the tyke crawling up the stairs is and win a prize. **D i a n n e** Ferris of the EO won a prize last month by guessing that the picture to the right is Bob Marshall of Real Estate Services.



February Employee of the Month: Corinne Linderud

Corinne Linderud has made tremendous contributions to the Internal Billing team. She is the principal developer and database administrator for the MNT billing program and has been tireless in when loading and reloading Qwest tariffs and rates. Her achievements include learning a whole new business (circuits), a new system development tool (Prophecy Open), and a new database (Oracle). She has developed two training classes for system users and technicians. Because of Corinne's efforts a complicated system is much more user friendly for those that use it.

She is also the chief developer for the Admin Hearings Case Tracking systems, and as such she must support multiple versions of MS Access and MS Office. Corinne is willing to learn new tasks when necessary to keep our systems running smoothly and her efforts are appreciated.



Corinne Linderud

DPA EMPLOYEE OF THE MONTH PROGRAM

BY PAUL FARLEY

The DPA executive management team and the Employee Council have worked to revamp our departmental employee of the month program, to provide better and more consistent awards for our exemplary employees. We have now established minimum awards in three different levels, as explained below. If you have any questions about your division's program, please see your manager or division director.

NOMINATIONS

The Department has established this program to recognize our employees who make a difference. Employees can be nominated for exemplary work on a day-to-day basis, or on a special project. They can also be nominated for the things they do to make the workplace more enjoyable, or for exceptional teamwork, or even for civic or charitable work in the community.

Each Division will nominate one of its employees, providing a paragraph or two explaining why the person is nominated. Clarity and some detail are important. The nominations must be sent to Laura Blake at the Executive Office by the 10th of the month. Laura will then forward the nomination to the division directors, who will vote by the 20th of the month. The Department employee of the month will be announced at the beginning of the following month.

At the end of the calendar year, the Employee Council will recommend three Department employees of the month for consideration by the Executive Director. The Executive Director will select one of these three as the Department employee of the year.

AWARDS

Each person selected as a Division's employee of the month will have the option of choosing either 4 hours of discretionary leave to be taken by the end of the following month, *or* \$50 cash, *or* another award offered by the Division. Division directors are encouraged to provide additional means of recognizing their selections.

The Department employee of the month will receive their choice of either 8 hours of discretionary leave to be taken by the end of the month, *or* \$100 cash, *and* a certificate from the Executive Director, *and* be featured in the next issue of the DPA *Dispatch*.

The Department employee of the year will receive 8 hours of discretionary leave to be taken by the end of the following month, *and* \$250 cash, *and* a certificate from the Executive Director, *and* be featured in the DPA *Dispatch*. The Department employee of the year will be submitted to the Governor's Office as our nominee for State employee of the year.



March Employee of the Month: Linda Estrada-Vigil

Congratulations to Linda Estrada-Vigil on being selected the March employee of the month. Linda has been filling the role of DPA payroll officer since December 11 in addition to her regular job. She volunteered for this additional responsibility without ever having done payroll before and with very little training. In addition, she accepted the challenge during the busiest, most critical part of the payroll cycle when, in addition to normal payroll activity, open enrollment, Colorado Combined Campaign, and the change in tax years, occur. Payroll is one of those behind-the-scenes functions that we all take for granted but is a very sensitive area. Linda's willingness to jump in and her enthusiasm to learn "on the fly" are very much appreciated - by all of us who have depended on her for our paychecks.



Paul Farley awarding Linda with her Employee of the Month Certificate

LETTERS OF APPRECIATION

Mr. Eid:

I wanted you to be aware of the excellent job that Brad Mallon did as one of the presenters at CSA's Human Resource Seminar last Thursday. Enclosed is a copy of the letter that I sent to him [letter may be found below].

I have had the opportunity to work with Brad several times and found him to be both knowledgeable and helpful. In preparation for our seminar, I knew that Brad would be an asset to our program. He graciously agreed to participate. You are fortunate to have such an employee working for you.

Sherer M. Murtiashaw, Esq.
Employee Relations Supervisor
Career Service Authority

Dear Brad:

Thank you again for being a presenter at the Human Resource Seminar last Thursday. Your contribution was invaluable. The attendees were complimentary about the seminar and the sessions offered. The program proved to be an excellent beginning to seminars we hope to conduct each year.

Thanks again,

Sherer M. Murtiashaw, Esq.

Dear Mr. Eid,

I am writing to tell you that we have been working with Joe Czajka, Division of Human Resources Workforce and Staffing Consultants Team, the past couple of years. He and his staff truly do an excellent job.

Last year Joe composed a job suitability assessment for our District Wildlife Manager I position and spent numerous hours reading PDQs, job task analysis

reports and job factors. He then created a ten-minute job suitability interview instrument for our testing process. Not only did he create it, he trained us on its administration. Last year, and again this year, he showed up at the testing site on a Saturday – a day off – to make sure everything was going well.

This year he updated the job suitability assessment for us, reviewed and validated our new multiple choice biological test and today did a statistical analysis on this test. We appreciate his efforts on our behalf.

Joe has a pleasing demeanor, always has time to assist when we call and is always helpful. It is a pleasure to work with him. We appreciate his technical expertise and professionalism.

Sincerely,

Gary Berlin
Human Resource Manager
Training Administrator

KUDOS CORNER

Denise Sisneros of the Print Shop received thanks from John Alonzo of IMU for help in getting the phone system setup in the Imaging/Microfilm Unit. "We here at IMU have never been on the State system since I started my employment with the State. With her help and her knowledge of what to do we were able to get up & going without much of a hitch. Again, many thanks to her for a great job well done."

IDF staffers **Robyn Hawes** and **Mike St. Peter** were able to help Richard C. Moorman of DNR with the production of county profiles. "Thank you for all your help with the first batch of County Profiles documents. I just wanted to let you know that I appreciated all the follow-up attention."

PERSONNEL CHANGES

New Employees:

Robert Siefken, Finance & Procurement
Scott Steinbach, Central Services

Promotions:

Judy Giovanni, DHR, to General Professional III

A TALE OF TWO VALLEYS

BY PAUL FARLEY

My wife's birthday is in March, so in her honor I thought I would tell the rather remarkable story of how, almost a century ago, her grandparents met in the Roaring Fork River valley between Glenwood Springs and Aspen.

My wife's grandfather, John Letey, was born in 1890 in the small mountain village of Doues, Italy. It is located in the Valle d'Aosta (Aosta Valley), an alpine farming region in the extreme northwestern border area next to France and Switzerland (indeed, the local language is a *patois* (dialect) that is more closely related to French than Italian). John's father owned land and some cattle, but he had also heard about well-paying jobs in Colorado. In fact, in the early 1900's a number of families came from the Valle d'Aosta to the Roaring Fork River valley because of both the promise of prosperity, and a climate and landscape that reminded them so much of home.

John's father left his land and cattle in the care of his wife and children, and came to Leadville to work at the Arkansas Valley Smelter, extracting silver from ore. With his brother, he saved enough money to buy some farmland on Snowmass Creek, where they built a log house with a sod roof, large enough for two families. John was 14 when his father returned to Doues in 1904 to move the family to America.

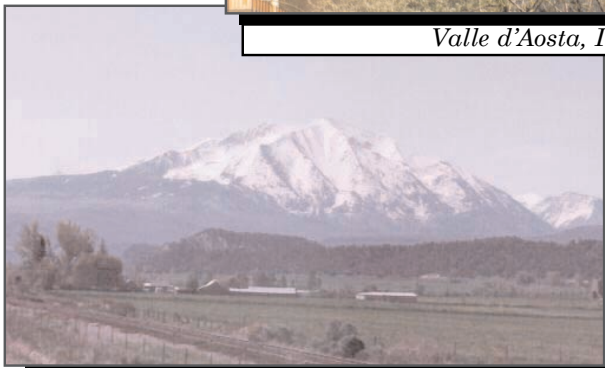
Only seven miles to the southwest, in Chesallet-Sarre, my wife's grandmother, Rosina Celestine Tisseur, was born in 1895. Her father had died when she was very young, so the children all helped their mother run the farm. Because she was the youngest, she stayed at home helping her mother after her older siblings had begun families of their own. One of Rosina's older sisters and her husband had already gone to Colorado, and then returned to Italy during the winter of 1914-1915.

Her sister and brother-in-law had some thought of staying in Italy, but with the outbreak of World War I, they decided they would rather return to America. They asked Rosina, now 20, if she would like to come with them. She was very torn, feeling responsible for her

mother, but her mother told her she should go if she wanted. They left Italy on February 7, 1915, departing from Genoa aboard the steamer *Stampalia*. Eventually, the Colorado Midland Railway brought them across the Continental Divide, from Leadville, through the Busk-Ivanhoe Tunnel to Basalt where they arrived on March 1, 1915.



Valle d'Aosta, Italy



The Letey Farm, Roaring Fork River Valley

The local Italian community would frequently get together and entertain themselves with song — there was always someone who could play the accordion — and dance. It was at one of these gatherings that John and Rosina first met, and they

were married a short time later on July 7, 1917. Although they had both been born and raised just a few miles apart in the same alpine valley in northwest Italy, they never met until several years later, half a world away, in the Roaring Fork River valley. They were married over 60 years and raised six children, five of whom still live in Colorado.

Special thanks to my mother-in-law, Rose Asbury, and my uncle-in-law, Leo Letey, retired Chief of the Measurement Standards Section, Colorado Department of Agriculture (1979-1986). Additional background information drawn from Pat Noel, "Italian Pioneer Clans of the Roaring Fork," in the Glenwood Springs Free Weekly Newspaper (Sept. 27, 1989).

This and That:

- Be sure to take the time to catch your co-workers doing something *right* — nominate them for Employee of the Month. It doesn't cost you a thing, and it's a chance to recognize the folks who make your job a little bit easier.
- The photo accompanying the Buffalo Bill story in the last issue was taken many years ago outside a dying former railroad town in northeastern New Mexico. The town was named for its first postmaster, rather than the anonymous desperado in the photo.
- "Even if you are on the right track, you'll get run over if you just sit there." — Will Rogers